

# STATE OF IDAHO

## CATEGORY 1 TEACHER CONTRACT

THIS CONTRACT, made this \_\_\_\_\_ day of \_\_\_\_\_, year of \_\_\_\_\_, by and between \_\_\_\_\_, School District No. \_\_\_\_\_, Idaho ("the District"), and \_\_\_\_\_ ("the Teacher").

### WITNESSETH:

1. The District hereby employs the Teacher pursuant to Section 33-514(3)(a), Idaho Code, on a limited one school-year basis, solely for the duration of the \_\_\_\_\_ school year, ending on or about \_\_\_\_\_, and agrees to pay the teacher for said services a sum of \_\_\_\_\_ Dollars (\$ \_\_\_\_\_), of which \_\_\_\_\_ shall be payable on the \_\_\_\_\_ day(s) of \_\_\_\_\_ the months \_\_\_\_\_, year of \_\_\_\_\_, to \_\_\_\_\_, year of \_\_\_\_\_, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Teaching assignment(s): \_\_\_\_\_, and such other duties as may be assigned by the District for which the Teacher is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-514, Idaho Code, and is limited in duration to the school year set forth above. No further notice is required by the District to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
4. The Teacher agrees to perform all teaching assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the Policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to applicable terms of the Negotiated Master Contract subsequently executed by the Board of Trustees and the Representative Organization for the ensuing year.

IN WITNESS WHEREOF the District has caused this Contract to be executed in its name by its proper officials and the Teacher has executed the same all on the date first above written.

\_\_\_\_\_ SCHOOL DISTRICT NO. \_\_\_\_\_ COUNTY(IES) STATE OF IDAHO

TEACHER

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# Category I Contract – cont.

1. Expires by its terms
2. Employee Rights:
  - a. Participation in the district's support program
  - b. Two (2) evaluations during the school year
3. Employee is not entitled to be placed on probation nor to be notified that they will be reemployed for subsequent years

# Category II Contract

- For new-hires during their 1<sup>st</sup> year of employment (not on a Category I contract), and for those remaining employees during their 2<sup>nd</sup> year.
- Employee Rights:
  - a. Participate in district's support program
  - b. Written statement of the reasons for non-reemployment no later than May 25<sup>th</sup>
  - c. Two (2) evaluations during the school year

# STATE OF IDAHO

## CATEGORY 2 TEACHER CONTRACT

THIS CONTRACT, made this \_\_\_\_\_ day of \_\_\_\_\_, year of \_\_\_\_\_, by and between \_\_\_\_\_, School District No. \_\_\_\_\_, Idaho ("the District"), and \_\_\_\_\_ ("the Teacher").

### WITNESSETH:

1. The District hereby employs the Teacher pursuant to Idaho Code § 33-514(3)(b) for the duration of the \_\_\_\_\_ school year, ending on or about \_\_\_\_\_ and agrees to pay the Teacher for said services a sum of \_\_\_\_\_ Dollars (\$ \_\_\_\_\_) of which \_\_\_\_\_ shall be payable on the \_\_\_\_\_ day(s) of the months \_\_\_\_\_ year of \_\_\_\_\_ to \_\_\_\_\_ year of \_\_\_\_\_ inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Teaching assignment(s): \_\_\_\_\_, and such other duties as may be assigned by the District for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the Policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights are attached to this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to applicable terms of the Negotiated Master Contract subsequently executed by the Board of Trustees and the Representative Organization for the ensuing year.

IN WITNESS WHEREOF the District has caused this Contract to be executed in its name by its proper officials and the Teacher has executed the same all on the date first above written.

\_\_\_\_\_ SCHOOL DISTRICT NO. \_\_\_\_\_ COUNTY(IES) STATE OF IDAHO

\_\_\_\_\_  
TEACHER

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# Category III Contact

- Participate in district's annual support program
- Entitled to two (2) evaluation periods during school year
- Entitled to a probationary period upon a written report of unsatisfactory performance if such performance will lead to a recommendation of discharge or non-reemployment of the individual
- Written notice whether he or she will be employed for the next ensuing year no later than May 25<sup>th</sup>
- If the board decides not to reemploy, employee is entitled to an informal hearing

# STATE OF IDAHO

## CATEGORY 3 TEACHER CONTRACT

THIS CONTRACT, made this \_\_\_\_\_ day of \_\_\_\_\_, year of \_\_\_\_\_, by and between \_\_\_\_\_, School District No. \_\_\_\_\_, Idaho ("the District"), and \_\_\_\_\_ ("the Teacher").

### WITNESSETH:

- The District hereby employs the Teacher pursuant to Idaho Code § 33-514(3)(c) for the duration of the \_\_\_\_\_ school year, ending on or about \_\_\_\_\_ and agrees to pay the Teacher for said services a sum of \_\_\_\_\_ Dollars (\$\_\_\_\_\_) of which \_\_\_\_\_ shall be payable on the \_\_\_\_\_ day(s) of the months \_\_\_\_\_ year of \_\_\_\_\_ to \_\_\_\_\_ year of \_\_\_\_\_ inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- Teaching assignment(s): \_\_\_\_\_  
and such other duties as may be assigned by the District for which the Teacher is properly certified and endorsed.
- The Teacher agrees to perform all teaching assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the Policies of the District which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
- A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
- Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- The terms of this Contract shall be subject to amendment and adjustment to conform to applicable terms of the Negotiated Master Contract subsequently executed by the Board of Trustees and the Representative Organization for the ensuing year.

IN WITNESS WHEREOF the District has caused this Contract to be executed in its name by its proper officials and the Teacher has executed the same all on the date first above written.

\_\_\_\_\_ SCHOOL DISTRICT NO. \_\_\_\_\_ COUNTY(IES) STATE OF IDAHO

\_\_\_\_\_  
TEACHER

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# Annual Support Program - “Program Plans”

- Program plans are due prior to May 15<sup>th</sup> for the upcoming school year
- Send plans to Larry Norton
- SDE informs districts/charters prior to Sept 15<sup>th</sup>, or within thirty (3) calendar days of submission, or approval or need to revise the plan

# Guideline for Support Program Models

- Administrative/Supervisory Support
  - Provide leadership for instructional improvement
- Mentoring Support
  - Provide low intensity general assistance
- Professional Development Support
  - Continuing process of building and developing the knowledge, skills (reading skills, technology, achievement standards, etc)
- Peer Assistance Support
  - Provide high intensity support by providing focused assistance pertaining to instructional techniques and performance



# Where the data comes from -

- Collected as a part of IBEDS
- Snap-Shot in Time = last Friday in Sept
- Part of the Contract Record
- Paid to the districts/charters as a lump sum payment after February 15<sup>th</sup>.
- 2002-2003 State Appropriation Allocation  
=
  - \$2 million or \$500+ per qualifying FTE

# Guiding Principles

- All student deserve a qualified, competent teacher
- Educators new to the profession/district require continuing assistance for teacher success and student achievement
- Cooperation of educational stakeholders
  - SDE
  - Board of Trustees
  - Administrators
  - Experienced classroom teachers
  - et.al.



## Contract Record

## Personnel Information

Pers. Info Pers. List Ed. Hist Cert. Empl Assignmnts Certifications Ncert Empl Alt Cert Alt Ncert

SSN: [REDACTED] PUBLIC, JOHN

Add

Update

Schl Year: 2003 District: 002 MERIDIAN JOINT DIST Emplmnt Date: 07/22/1999

Save

Cancel

Building: 405 MERIDIAN HIGH SCHOOL Years in District: 4

Status: ☒ Active ☐ Inactive ☐ Terminated Contract Type: ☐ Continuing ☐ Annual ☐ 1 ☒ 2 ☐ 3

Term./Inactive Date: / / Term./Inactive Reason:

Contract 1-Base: 32939 Days: 230 FTE: 1.00 Contract 2-Base: 0 Days: 0 FTE: 0

Extra Pay 1-Code: Amt: 0 Extra Pay 2-Code: Amt: 0

Extra Pay 3-Code: Amt: 0 Extra Pay 4-Code: Amt: 0

Funding 1-Code: 10 General Fund % FTE: 100 Funding 2-Code: % FTE: 0

Funding 3-Code: % FTE: 0 Funding 4-Code: % FTE: 0

Sch Year	District	District Name	Bldg	School Name	Status
2003	002	MERIDIAN JOINT DISTRICT	405	MERIDIAN HIGH SCHOOL	A
2002	002	MERIDIAN JOINT DISTRICT	127	SPALDING ELEMENTARY SCHOOL	A
2001	002	MERIDIAN JOINT DISTRICT	127	SPALDING ELEMENTARY SCHOOL	A
2000	002	MERIDIAN JOINT DISTRICT	127	SPALDING ELEMENTARY SCHOOL	A